

POLICE AND CRIME COMMISSIONER FOR LEICESTERSHIRE

CORPORATE GOVERNANCE BOARD

Report of	TEMPORARY CHIEF CONSTABLE
Subject	ISSUANCE OF CED (TASER) TO THE SPECIAL CONSTABULARY
Date	WEDNESDAY 20 th JULY 2022 – 1400 HOURS
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1. Purpose of Report

- This report summarises a nationally agreed policy which considers the issuance of CED (Taser) devices to Special constables. The report considers the criteria which we will need to satisfy and the processes required to issue eligible Leicestershire Special Constables with CED training.
- We currently have 10 eligible specials (SCs) from across the force, with a potential further 6 who would become eligible over the next 6 months under current pre-requisites.
- This proposal is to look at how Leicestershire Police will deal with the application, training and development of special constables (SCs) in CED. This has recently been authorised by the NPCC Less Lethal Weapons national lead following consultation and direction from Chiefs Council. A full College of Policing report has been produced to provide guidance and national requirements for the implementation of these processes. This proposal will refer to that policy throughout. The full policy can be found in Appendix A.

2. Eligibility Requirements.

- It is acknowledged that core policing skills must be attained before STO training is considered. Therefore, before SCs can access such training they should have been assessed as having achieved these national pre-requisites:
 - I. Achieved Directed Patrol Status (DPS),
 - II. Completed 12 months' service since achieving DPS,
 - III. Completed 200 hours duty since achieving DPS,
 - IV. Subject to a professional standard's check,
 - V. Current and competent in personal safety training and first aid,
 - VI. Attained the required fitness standard.

- The 200 hours stated by the COP does not stipulate whether this encompasses ALL hours (training, administration and operational hours) or whether this is just operational hours.
- Our recommendation is for Leicestershire to make it a requirement for the SC to have completed 200 operational hours since obtaining DPS patrol status, and then for this to be maintained and achieved before their refresher course every 12 months.
- The College of Policing state that the next stage of the process requires the applicant to provide three written examples of how they have successfully dealt with incidents involving conflict during their policing career. This does not necessarily have to be limited to 'use of force', although this should be included, and should include additional complementary skills such as communication, negotiation and de-escalation. The written examples should articulate how they applied the National Decision Model (NDM) to the situation, these can and should be supported by other evidence such as use of force reports and BWV.
- This evidence will be taken from their completed PACS which are recorded on the Duty Sheet system and evidence provided within PDR.
- The prerequisites defined above will remain under constant review. Should there be a decision to move outside of the nationally agreed prerequisites to increase the pool of potential candidates, the reviewing process this will enable us to be in an active state to understand potential capacity challenges of such an uplift.

3. **Application process and required criteria.**

- The policy sets out that we need to identify three key people from the beginning of the SCs application process. These are: -
 - I. Regular supervisor(s) – (area Supervisor)
 - II. Their special constabulary supervisor (ViP Sgt)
 - III. Training Development Officer (TDO) or equivalent (Specials Coordinator)
- These people should all contribute to the evaluation of the officer's application with one taking the lead as the Designated Reviewer (DR) with the others providing support. It will be up to us as a force to determine who will take the role as the designated reviewer.
- We have highlighted above who those people could be here in Leicestershire, the DR would be the Volunteers in Policing Sergeant who would collate and review the SCs application process. The national guidance states: *'These will be the person with overall responsibility for the special constabulary who is likely to be best placed to consider the application of the individual, and a regular officer of not less than superintendent rank for that force, who will endorse that the application criteria and requirements have been met.'*

4. **Additional Elements we wish to consider within the early stages:**

- An invitation to attend a mandatory in-house information evening led by the Chief Taser instructor.
- This will be used to provide real time information and to set out our expectations of them. (IE increase in commitment due to CPD training, increase in minimum requirement of number of operational hours, expectation on incidents they will attend and are likely to be exposed to as a CED carrier etc).
- The force's new PDR system is being introduced for specials. They currently have a similar 'Check in' which is recorded on Duty Sheet, for which they can utilise evidence from.

5. **Impact on PSD capability and PSD process:**

- The checks completed by PSD for CED applications across the force is currently under review and we would recommend that once this new process has been agreed that the same process be adopted for SCs who wish to carry CED.
- PSD have been approached and confirm that they will have capacity to run these additional checks required for the SCs. Number are likely to be low (10 per year) so this will not have too much of an impact on them. However, they have raised a couple of points for consideration:
 - I. The full list of people will need to be sent to them just before the course commences.
 - II. We will also need set criteria as to what needs to be flagged.eg all live complaints or just complaints of a particular category, like Use of Force or Authority Respect and Courtesy. They have also suggested that Misconduct outcomes would be an automatic refusal (but it is for the force to decide what level of misconduct they are willing to accept).

These are the same points raised for the regular STO process so once this has been agreed, we would look to adopt this across to SCs.

6. **Ongoing CPD**

- The national policy states that there should be regular reviews of the officer's use, skills and training. We would look at continuing the criteria required for the initial application process and for the officers to continually demonstrate these criteria on an ongoing basis and have achieved the below before they attended their annual CED refresher course.
- The criteria set is: -
 - I. Completed 200 operational house since their last CED course
 - II. Subject to a professional standard's check, (If required for a review at this time, this will be determined by the new force process once agreed)

- III. Current and competent in personal safety training and first aid
 - IV. Attained the required fitness standard.
 - V. The national policy also states that there will be an additional requirement for SCs.
- An additional process is required of SCs to ensure continued development and maintenance of competence. This additional process should only remain until the officer has: -
 - I. Successfully completed a review of three CED uses or
 - II. Successfully completed CED refresher training.
 - At this point they can revert to the process in place for all STOs.
 - The guidance states that as part of this post use or CPD review, forces consult their identified subject matter expert, in our case this would be our Chief Taser instructor (Or deputy) who will lead on the above reviews (detailed on page 6 of 15 in Appendix A).
 - It also requires SCs to conduct a personal review of their use including review of BWV, use of force forms etc. This could be included in their PDR process as a CED carrier. The national policy goes into more detail on how this would work and how supervisors could debrief performance. This runs in line with our PDR reviews and any performance that falls below the required standard a development plan can be considered (Page 6 of 15, appendix A).
 - We would have a set period each year where SCs can apply to become taser trained, the eligibility and application process would remain the same as above, the time of year for this would need to coincide with when the training calendar is determined, and once we know which route of training we adopt.

7. Training and Current Timeline:

- If this process was to be agreed, then the Chief Taser instructor is confident that he would be able to run a specific SC CED course in Autumn of 2022, as part of the force increase in STO numbers.
- The course would run the same as the regular course there would be no difference in terms of the Leicestershire CED standard 4-day course. However, there are 2 options on how we could complete/enhance the training: -
 - I. **Option 1:** We would run a specific 4-day standard course but specifically just for specials. We would look to incorporate an additional evening of carousel training (generic name for CPD training for specials) on the NDM. Our recommendation for this would be due to the fact that SCs do not have as much daily experience of using the NDM in policing scenarios as regular officers.

- II. **Option 2:** To integrate the SCs into the regular courses, (2 specials and 6 regulars on a standard 8-person course). This would still be the standard 4-day course but would have the benefit of integrating the specials and the regulars, the regulars understanding and experiencing that the SCs have exactly the same training and required standards to pass the course as them.

8. **Costs**

- SCs trained in the usage of CED will be supernumerary to the force STO establishment.
- There would be additional costs if the training was to be conducted during evening or weekends, however, this is not in the initial training plan so this is not anticipated to be a problem. The majority of the costs will be absorbed into the training plan.
- SC are provided with lunch and light refreshments during duties which are over 6 hours. During core training this is covered by the Academy. When additional training is undertaken, this is covered by the department who is putting on the training. This is a cost which will need to be factored.
- Once a proposal is agreed, then this can be factored in during the forecast budget request in October 2022 for financial year 2023/2024.
- Breakdown for content on running a standard 4-day course: -
 - I. Students max 8.
 - II. Day One – 2 instructors (introduction to Taser, start of handling)
 - III. Day Two – 5 instructors (This is range day 1:1 instruction until qualified on the weapon. NDM PowerPoint)
 - IV. Day Three – 3 instructors (Scenario based training, ratio 1:4) formative
 - V. Day Four – 3 instructors (Summative scenarios ratio 1:4)

9. **Initial course Costs:**

- Cost below for Cartridges required per person per initial course. All Cartridges are £26 each.

Formative shoot 8 cartridges	£208
Qualification shoot 5 cartridges	£130
Formative scenario max 4 cartridges	£104
Summative scenario max 4 cartridges	£104
Total cartridge costs	£546

- With such a small number going through the training, then we are not anticipating the need to purchase additional devices, with the uplift in the current force numbers this is likely to be captured within that.

10. **Total Costs per SPC per 4-day course.**

Lunch/Refreshments for a 4-day course	£22.60	
Total Cartridge Costs	£546	
Eye protection	£10	
Total Cost per SPC	£578.60	

- Tac Vest and Holster - We are awaiting the costing for the new Tac vest with the mole design, I have not added any additional costs. Currently SC are issued with the same body armour and uniform as regular officers so this cost is absorbed through the ViP Budget, and already accounted for.

11. **Insurance implications:**

- We have conferred with the Firearms training Inspector and Sgt who have confirmed that the current force insurance that is already in place for regular CED carriers and this would apply to SCs.
- We have conferred with Adam Commons from the Fed who has stated that;
- Leicestershire's position would be similar to the National announcement by the Home Secretary i.e. the SC should be signed off as independent, have the backing of a line manager to have the course and to pass the same 4-day initial course undertaken by full time officers.
- They have stated that they would like the specials to be members of the Fed prior to joining the course stating that he wouldn't ever want anyone out there using Taser without the protection of the Federation in case of a DSI.
- This element can be covered off within the mandatory information evening we are recommending.

12. **Risks and Benefits:**

- We have to consider that there will be additional operational and organisational risks for SCs that are carrying CED, as well as benefits for both the officer, the public and the organisation. We have highlighted some which may need further consideration;

12.1 Benefits: -

- I. Increased taser coverage across the force,
- II. Supporting our volunteer specials providing them with them same level of protection and training as regular officers.

- III. Investing in our Special constabulary in line with opportunities we offer to regular officers.
- IV. Specials are treated as equals with this opportunity.
- V. Increased support and protection for the public.

12.2 Risks: -

- I. Knowledge and understanding of NDM and the PIM process. This can be covered by an evening of carousel training on the NDM which L&D have agreed they can support and deliver. This is highlighted in the SACMILL document which is attached in Appendix C. This additional evening of training and the requirement for 200 operational hours would help to mitigate this risk.
- II. General risk management of specials who go absent without leave. The risk is that they would still have access to police stations and then access to the taser lockers, we would need to look at closer supervision of those officers so any leave of absences would be picked up early doors. Option to block warrant cards and restrict access if contact isn't made etc. Consideration for regular supervisor meetings, PDR reviews as part of the CDP requirement to take part in the refresher, would also help to mitigate this risk.
- III. Same risks as regular officers, in that they would potentially get sent to higher risk incidents such as edged weapon jobs. They are more to the forefront at these incidents, this would be mitigated by the training course provided, as it would be for regular officers.
- IV. Managing expectations and communications to regular officers and supervisors, to ensure that specials who are carrying taser are not dismissed by regular officers/supervisors, as in some other specialist role/training they have undertaken, IE Intoxiliser trained specials. This would also go the other way and we would need to ensure that we had a comms strategy in place to ensure that regular officers also didn't feel that they were being pushed out, or that specials were potentially taking their places on courses.
- V. That SC might not be able to attend the 4-day course, which is same risk as other courses they attend such as the 3-week standard driving course. We find that SCs who have the commitment to the specials are able to find the time. They are likely to utilise their annual leave, their company's employer supported policing hours or we have a number who have flexible jobs or who are retired.

13. **Recommendations:**

- We offer up to 12 spaces over the course of this financial year for SCs to become taser trained.

- On top of the national requirement's/eligibility we make it mandatory for all interested specials to attend an information evening led by the chief taser instructor, as detailed above.
- On top of the national requirement's/eligibility, our specials must complete 200 operational hours within the 12 months preceding to their course. (whether that be an initial or refresher course)
- Every SPC who is due to attend a taser course attends a 4 hours evening input on NDM and the PIM process, delivered by L&D this would be the same package as delivered to new regular offices.
- Our recommendation is that we trial 2 types of courses within the current financial year,
 - I. We run one SPC specific 4-day taser course in the Autumn, this would be able to accommodate up to 8 specials.
 - II. We offer up to 4 places on regular's courses for specials during the Autumn/Winter months.

We would then run a full review of each course type to determine which one is preferred. We would then use the feedback to determine which is best to adopt moving forward, this will then be built into the STO training calendar for the next financial year.

Implications

Financial: As stated

Legal: None

Equality Impact Assessment: None

Risks and Impact: As stated

Link to Police and Crime Plan: Yes

List of Appendices

Appendix A – The National Policy: Special Constables and CED. Version 1.0



11LL'2022 - SC and
Taser application proc

Appendix B – Letter from CC D'Orsi to CC and force firearm leads following the decision taken at Chiefs Council.



11LL'2022 - Special
Constables & Taser.

Appendix C - Statement on the medical implications surrounding the extension of conducted energy device availability to Special Constabulary Officer.



Medical Implications
on Ext of CED to SCs.p

Person to Contact

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